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**THE RELATIONSHIP BETWEEN LEADERSHIP STYLES AND SAFETY
BEHAVIOR : A CASE STUDY OF CONSTRUCTION INDUSTRY IN KLANG
VALLEY**

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**Research Project Submitted To
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(Occupational Safety And Health Management)**



Othman Yeop Abdullah
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ABSTRACT

The purpose of this research is to identify the relationship that exists between the leadership style and safety behaviour in Klang Valley in the construction industry. Quantitative research design was adopted for this study. There are a total of 350 sets of questionnaire had been distributed to Econpile Sdn Bhd employee in Klang Valley area. However, total number of 275 sets of questionnaires had been collected. The Cronbach Alpha was used to measure the internal consistency of the questionnaire. Inferential statistical analysis has been used to determine the relationship between transactional, transformational, and situational leadership towards safety behaviour such as Pearson Correlation Analysis and Multiple Regression Analysis. In addition, the frequency of descriptive statistics, such as mean, frequency, and standard deviation are used to analyze the relationship (transformational, transactional, and situational) affecting the safety behaviour among Econpile Sdn Bhd employee. Based from the findings, all independent variable (leadership style) have significant relationship with dependent variable (safety behaviour). The correlation result reveals the transactional leadership correlated with highly positive correlation than transformational and situational leadership.



ABSTRAK

Tujuan kajian ini adalah untuk mengenal pasti hubungan yang diantara gaya kepimpinan dan tingkah laku keselamatan di Lembah Klang dalam industri pembinaan. Kajian ini telah menggunakan kaedah reka bentuk penyelidikan kuantitatif. Terdapat sejumlah 350 set soal selidik telah diedarkan kepada pekerja Econpile Sdn Bhd di kawasan Lembah Klang. Walau bagaimanapun, jumlah 275 set soal selidik telah dikumpulkan. Cronbach Alpha digunakan untuk mengukur ketekalan dalaman bagi soal selidik. analisis statistik inferensi telah digunakan untuk menentukan hubungan antara kepimpinan transaksi, transformasi, dan situasi ke arah tingkah laku keselamatan seperti Analisis Korelasi Pearson dan analisis regresi. Di samping itu, kekerapan statistik deskriptif seperti min, kekerapan, dan sisihan piawai digunakan untuk menganalisis hubungan (transformasi, transaksi, dan situasi) menjelaskan hubungan tingkah laku keselamatan di kalangan pekerja Econpile Sdn Bhd. Berdasarkan daripada dapatan kajian, semua pemboleh ubah bebas (gaya kepimpinan) mempunyai hubungan yang signifikan dengan pemboleh ubah bersandar (tingkah laku keselamatan). Hasil korelasi mendedahkan kepimpinan transaksi dikaitkan dengan korelasi yang sangat positif daripada kepimpinan transformasi dan keadaan.



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TABLE OF CONTENTS

		Page
	CERTIFICATION OF RESEARCH PROJECT	ii
	PERMISSION TO USE	iii
	ABSTRACT	iv
	ABSTRAK	v
	ACKNOWLEDGEMENT	vi
	TABLE OF CONTENTS	vii
	LIST OF TABLES	ix
	LIST OF FIGURES	x
	LIST OF ABBREVIATION	xi
CHAPTER		
1	INTRODUCTION	
	1.1 Introduction	1
	1.2 Background of the Study	1
	1.5 Problem Statement	5
	1.6 Objectives of the Study	7
	1.7 Research Questions	7
	1.8 Significance of the Study	8
	1.9 Organization of Remaining Chapter	8
	1.10 Conclusion	9
2	LITERATURE REVIEW	
	2.1 Introduction	10
	2.2 Safety Behaviour	10
	2.3 Leadership Style	11
	2.2.1 Transformational Leadership	12
	2.2.2 Transactional Leadership	14
	2.2.3 Situational Leadership	15
	2.4 Relationship between Safety Behaviour and Leadership Style	17
	2.5 Theoretical Framework	19
	2.6 Conclusion	19
3	DATA AND METODOLOGY	
	3.1 Introduction	20
	3.2 Research Design	20
	3.3 Data Collection Methods	21
	3.3.1 Primary Data	21
	3.3.2 Secondary Data	21
	3.4 Population & Sample of the Study	22
	3.4.1 Population of the Study	22
	3.4.2 Sampling Frame and Sampling Location	23
	3.4.3 Sampling Elements	23
	3.4.4 Sampling Technique	24
	3.4.5 Sampling Size	24

3.5	Research Instruments	26
3.5.1	Questionnaire Design	26
3.5.2	Sources of Questions in Questionnaires	27
3.6	Construct Measurement	28
3.7	Data Processing	28
3.8	Data Analysis	28
3.8.1	Descriptive Analysis	29
3.8.2	Scale Measurement	29
3.8.2.1	Reliability Analysis	29
3.8.3	Inferential Analysis	30
3.8.3.1	Pearson Correlation Coefficient Analysis	30
3.8.3.2	Multiple Linear Regression Analysis	31
3.9	Conclusion	32
4	DATA AND METODOLOGY	
4.1	Introduction	33
4.2	Descriptive Analysis	33
4.2.1	Demographic Data Analysis	34
4.3	Central Tendencies Measurement of Constructs	37
4.3.1	Safety Behaviour	38
4.3.2	Transactional Leadership	39
4.3.3	Transformational Leadership	40
4.3.4	Situational Leadership	41
4.4	Scale Measurement	42
4.5	Inferential Analysis	43
4.5.1	Pearson Correlation Coefficient Analysis	43
4.5.2	Test of Significance	43
4.5.3	Multiple Linear Regression Analysis	44
4.6	Conclusion	46
5	DISCUSSION AND CONCLUSION	
5.1	Introduction	47
5.2	Summary of Descriptive Analysis	47
5.3	Summary of Inferential Analysis	48
5.3.1	Reliability Test	48
5.3.2	Pearson Correlation Analysis	49
5.3.3	Multiple Regression Analysis	49
5.4	Discussion of Major Findings	50
5.4.1	Transactional Leadership with Safety Behaviour	50
5.4.2	Transformational Leadership with Safety Behaviour	50
5.4.3	Situational Leadership with Safety Behaviour	51
5.5	Implications of the Study	52
5.6	Limitations of the study	53
5.7	Recommendations for Future Research	54
5.8	Conclusion	55

LIST OF TABLES

Table 1.1	: Accident report in 2016	
Table 3.1	: Sample Location	27
Table 3.2	: The Rule of Thumb for Cronbach's Alpha Coefficient Value	33
Table 3.3	: The Rule of Thumb for Correlation Coefficient Size Coefficient	34
Table 4.1	: Descriptive Analysis for Demographic (n = 275)	37
Table 4.2	: Central Tendencies Measurement of Constructs: Safety Behaviour	40
Table 4.3	: Central Tendencies Measurement of Constructs: Transactional Leadership	41
Table 4.4	: Central Tendencies Measurement of Constructs: Transformational Leadership	42
Table 4.5	: Central Tendencies Measurement of Constructs: Situational Leadership	43
Table 4.6	: Cronbach's Alpha Reliability Analysis	44
Table 4.7	: Correlations between Leadership and Safety Behaviour	45
Table 4.8	: Coefficient Table for Multiple Regression Analysis	46
Table 4.9	: Model Summary	47
Table 4.10	: ANOVA Table for Multiple Linear Regressions	47

LIST OF FIGURES

Figure 2.1 : Proposed Framework

22



LIST OF ABBREVIATIONS

CIDB	:	Construction Industry Development Board
GDP	:	Gross Domestic Product
SPSS	:	Statistical Package For Social Science
SSTLB	:	Safety-Specific Transformational Leadership Behaviours



CHAPTER 1

INTRODUCTION

1.1 Introduction

This study intends to explore the relationship between the leadership style as independent variables and safety behaviour as dependent variable in the construction industry. In depth, researchers present a clear introduction for this research by discussing the background and problem statement of this research, objective of the study, research questions, chapter layout, significance of the study, and conclusion in this chapter.

1.2 Background of the Study

The term construction industry had been redefined by the of construction management development board. In general, posts such as building control surveyor, facilities manager, constructor, construction superintendent, production manager, project manager, general construction manager, executive construction manager, general contractor, contractor, and subcontractor are those included when it comes to construction management. Apart from that, the main types of construction related to the construction industry in Malaysia involve the residential and non-residential construction as well as the engineering construction. In the highly competitive market, the Malaysian construction industry also revolves around areas such as Johor (Johor Iskandar), Klang Valley and not to forget, the cities that are developing in each and every stage as well.

Malaysia which is known as a developing country, it is noted that there is vital role played by the construction industry in terms of the economic growth. Over the

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**UNIVERSITI UTARA MALAYSIA (KUALA LUMPUR)
COLLEGE OF BUSINESS**

Dear Respondents,
I am conducting a survey based on my research entitle:

**AN INVESTIGATION RELATIONSHIP BETWEEN LEADERSHIP STYLES TOWARDS SAFETY
BEHAVIOUR OF CONSTRUCTION INDUSTRY IN KLANG VALLEY**

This study is carried out as a partial fulfillment of my degree program.
Your responds will be kept strictly confidential and will be used for academic purposes only. Please take your time to answer all questions. Your cooperation, honesty and time consideration is highly appreciated. Thank you.

*Responden yang dihormati,
Saya menjalankan kajian berdasarkan tajuk penyelidikan saya:*

**KAJIAN PERHUBUNGAN DIANTARA GAYA KEPIMPINAN KE ARAH KELAKUAN
KESELAMATAN INDUSTRI PEMBINAAN DI LEMBAH KLANG**

*Kajian ini dijalankan sebagai memenuhi sebahagian program ijazah sarjana sains saya.
Respons anda akan dirahsiakan dan akan digunakan untuk tujuan akademik sahaja.
Sila luangkan masa anda untuk menjawab semua soalan. Kerjasama, kejujuran dan pertimbangan masa anda adalah sangat dihargai. Terima kasih.*

**MASTER OF SCIENCE
(OCCOUPTIONAL SAFETY AND HEALTH MANAGEMENT)
COLLEGE OF BUSINESS
UNIVERSITI UTARA MALAYSIA
(KUALA LUMPUR CAMPUS)**

SECTION A: DEMOGRAPHIC OF RESPONDENT

Please put a tick in the box next to the answer of your choice or write in the space provided as the case may be.

1. Gender

<input type="checkbox"/>	Male
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<input type="checkbox"/>	Female
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2. Age

<input type="checkbox"/>	21 – 26 years
<input type="checkbox"/>	27 – 32 years
<input type="checkbox"/>	33 – 38 years

<input type="checkbox"/>	39 – 44 years
<input type="checkbox"/>	More than 45 years
3. Race

<input type="checkbox"/>	Malay
<input type="checkbox"/>	Chinese

<input type="checkbox"/>	Indian
<input type="checkbox"/>	Others: _____
4. Marital Status

<input type="checkbox"/>	Single
<input type="checkbox"/>	Married

<input type="checkbox"/>	Divorced
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5. Academic Qualification

<input type="checkbox"/>	STPM
<input type="checkbox"/>	Certificate
<input type="checkbox"/>	Diploma

<input type="checkbox"/>	Degree
<input type="checkbox"/>	Masters
6. Monthly Income

<input type="checkbox"/>	RM2,500 – RM2,999
<input type="checkbox"/>	RM3,000 – RM3,499
<input type="checkbox"/>	RM3,500 – RM3,999

<input type="checkbox"/>	RM4,000 – RM4,499
<input type="checkbox"/>	Above RM4,500
7. How far your residence from your work place?

<input type="checkbox"/>	Below 5 kilometers
<input type="checkbox"/>	6 – 10 kilometers
<input type="checkbox"/>	11 – 15 kilometers

<input type="checkbox"/>	16 – 20 kilometers
<input type="checkbox"/>	Above 21 kilometers
8. Mode of transport to work place

<input type="checkbox"/>	Car
<input type="checkbox"/>	Motor cycle

<input type="checkbox"/>	Public Transport
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9. Your position in the organization

<input type="checkbox"/>	Project director
<input type="checkbox"/>	Project Manager
<input type="checkbox"/>	Architect
<input type="checkbox"/>	Structure Work Supervisor

<input type="checkbox"/>	QAQC Engineer
<input type="checkbox"/>	Geologist
<input type="checkbox"/>	Earth Work Supervisor
<input type="checkbox"/>	Safety Supervisor
10. Your nature work experience

<input type="checkbox"/>	Office Job
<input type="checkbox"/>	Office Job and site job (Both)

<input type="checkbox"/>	Field work
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SECTION B: SAFETY BEHAVIOUR

The following set of statement regarding to the safety behavior. Based on your opinion based on the safety behavior, please circle the number that best reflects your opinion about the statement.

* Notes: 1 = Strongly Disagree, 2 = Disagree, 3 = Agree, 4 =Strongly Agree

No.	Item	* Level of safety behavior with this item			
		1	2	3	4
1	I participate in most of the safety activities such as incident investigations, review of procedures, health and safety meeting.	1	2	3	4
2	I personally fell empowered to stop a person when doing something not safe.	1	2	3	4
3	I think the company is doing well in terms of safety performance.	1	2	3	4
4	I am satisfied with the company's safety performance.	1	2	3	4
5	I have not been injured in the past 12 months.	1	2	3	4
6	I overlook safety procedures in order to get job done more quickly	1	1	2	3
7	I follow all safety procedures regardless of the situation I am in	1	1	2	3
8	I handle all situations as if there is a possibility of having an accident	1	1	2	3
9	I wear safety equipment required by practice	1	1	2	3
10	I keep my work area clean	1	1	2	3
11	I encourage co-workers to be safe	1	1	2	3
12	I keep my work equipment in safe working condition	1	1	2	3
13	I take shortcuts to safe working behaviours in order to get the job done faster	1	2	3	4
14	I do not follow safety rules that I think are unnecessary	1	2	3	4
15	I report safety problems to my supervisor when I see safety problem	1	2	3	4
16	I correct safety problems to ensure accidents will not occur	1	2	3	4

SECTION C: TRANSACTIONAL LEADERSHIP

The following set of statement regarding to the safety behavior. Based on your opinion based on the safety behavior, please circle the number that best reflects your opinion about the statement.

* Notes: 1 = Strongly Disagree, 2 = Disagree, 3 = Agree, 4 =Strongly Agree

No.	Item	* Level of safety behavior with this item			
		1	2	3	4
1	I know the company's safety objectives.	1	2	3	4
2	My manager sets high standard for safety.	1	2	3	4
3	My manager recognizes positive safety behaviour and rewards accordingly.	1	2	3	4
4	My manager emphasizes the need to adhere to safety policies and procedures.	1	2	3	4
5	My manager avoids making decisions when there are safety concerns.	1	2	3	4
6	My manager takes pro-actives actions to prevent accidents from happening.	1	2	3	4

SECTION D: TRANSFORMATION LEADERSHIP

The following set of statement regarding to the safety behavior. Based on your opinion based on the safety behavior, please circle the number that best reflects your opinion about the statement.

* Notes: 1 = Strongly Disagree, 2 = Disagree, 3 = Agree, 4 = Strongly Agree

No.	Item	* Level of safety behavior with this item			
1	My manager places a high values and belief in safety.	1	2	3	4
2	My manager gets involved in resolving safety issues and concerns.	1	2	3	4
3	My manager leads by examples.	1	2	3	4
4	My manager is positive about the company's safety performance.	1	2	3	4
5	My manager is honest and trustworthy.	1	2	3	4

SECTION F: SITUATIONAL LEADERSHIP

The following set of statement regarding to the safety behavior. Based on your opinion based on the safety behavior, please circle the number that best reflects your opinion about the statement.

* Notes: 1 = Strongly Disagree, 2 = Disagree, 3 = Agree, 4 = Strongly Agree

No.	Item	* Level of safety behavior with this item			
1	All employees in my work area are effective.	1	2	3	4
2	All employees in my work makes little mistake.	1	2	3	4
3	All employees in my work delivers work of high quality.	1	2	3	4
4	All employees in my work consistently a high performance team.	1	2	3	4
5	In this unit, it is easy to speak up about what is on our mind.	1	2	3	4

Thank you for your time, opinion and comments.

~ The End ~